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UNITED NATIONS DEVELOPMENT PROGRAMME

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ENGLISH

APPROVAL OF UNDP ASSISTANCE TO A PROJECT OF THE UNITED REPUBLIC OF TANZANIA

IPF:(1987-91) $57 512 000

(URT/90/031)
(URT/90/510) - Strengthening Management in the Public Sector

Date of approval by the AC:[1]	10 April 1991
Expected duration:	Two years
Proposed executing agency:	Civil Service Department, Office of the President
Proposed UNDP contribution:	$2 000 000/$800 000
Source of funds:	IPF/MDP

Project background

Tanzania is recovering from a severe economic downturn. Between 1969-83, real rural living standards declined 2.5 percent per annum, and real urban wages fell by 65 percent. The public deficit increased, and balance of payments deteriorated. Starting in 1986, policy measures were introduced to revamp the economy, including devaluation, higher producers price, trade liberalisation, improved budget management, and other fiscal reforms. To strengthen management in the Public Sector, the Government requested UNDP assistance under the present approval. The project is part of a medium-term Public Sector Management Improvement Programme. Other donors have made tentative commitments of $124 million to improve budgeting and expenditure control, public enterprise reform, tax reform, personnel management, and investment promotion.

Description of project

Drawing upon the recommendations of the MDP missions, the project will provide high-level advice on strategies for staff reductions and productivity increases throughout the civil service.

The project will use a process approach to build capacity in the Civil Service Department (CSD), Office of the President, and in related institutions to: (a) estimate the required size of the Civil Service to carry out all its functions, given the need for increasing salaries to competitive levels and the limits on Government resources;

[1] This Fact Sheet reflects the status of the project/revision at the time it was approved by the Action Committee; modifications to the project/revision may have occurred subsequently.

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(b) establish a national public service training policy and train men and women in the public sector to be managers; (c) carry out analysis, research and review of administrative and personnel policies; (d) establish a management audit unit, management audit systems, and exercise effective control over adding to the Government staff, posts and payroll; (e) manage information systems and computerisation; and (f) figure out the type, technology and quantity of tools, equipment and other support gear needed in the public service, given the limits on Government resources.

The Government will also establish benchmarks as well as monitor effectively the progress of implementation.

Inputs

UNDP will provide 54 work-months of international consultancies to conduct problem-focussed studies, provide high-level advice on carrying out the recommendations of those studies, and conduct action-oriented workshops; 104 work-months of national consultancies in related areas; on-the-job training, study tours, eight fellowships in performance management; computers and maintenance contract for the computer equipment.

Financial data

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Personnel	1 015 200
Training	568 000
Equipment	356 500
Miscellaneous	60 300
Total	2 000 000

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